

Hanson Wade Group Code of Conduct

Policy

Hanson Wade Group is committed to making its events productive and enjoyable for everyone, regardless of gender, sexual orientation, disability, physical appearance, race, nationality, or belief. We will not tolerate harassment in any form and all attendees are expected to adhere to the following Code of Conduct for all events, delivered in any format.

Expected Behaviour

- All attendees are expected to be considerate, respectful, and cooperative with other attendees of the event.
- All behaviours and communications should be appropriate for a professional audience including people from different cultural backgrounds.
- Sexual language and imagery are not appropriate.
- Be kind to others. Do not insult or put down other attendees.
- Be mindful of your surroundings and of your fellow attendees.

Attendees must refrain from exhibiting all unacceptable behaviours outlined below and alert conference organisers if unacceptable behaviour is noticed or if someone is in distress.

Unacceptable Behaviour

- Unacceptable behaviours include intimidating, harassing, abusive, discriminatory, derogatory, or demeaning conduct by any attendee.
- Harassment includes offensive comments (verbal, written, or otherwise) related to gender, sexual orientation, race, physical appearance, religion, or disability. Inappropriate use of nudity and/or sexual images in public spaces (including presentation slides). Deliberate intimidation, stalking, physical contact, sexual attention, or innuendo. Sustained disruption of talks or other events (whether verbal or otherwise).
- Wearing clothing that is not suitable for a professional work environment, or otherwise potentially offensive.
- Intimidation, threats, annoyance, stalking, pushing, shoving or use of any physical force whatsoever against any person.

Many Hanson Wade Group event venues are shared with members of the public; attendees must also be respectful and avoid unacceptable behaviour to all patrons of shared event spaces.

Consequences of Unacceptable Behaviour

Unacceptable behaviour will not be tolerated by any attendee. Anyone asked to stop unacceptable behaviour is expected to comply immediately. If an attendee engages in unacceptable behaviour, Hanson Wade Group organisers may take any action they deem appropriate, up to and including removal from the event without warning or refund.

Attendees found to be engaging in unacceptable behaviour may also be subject to subsequent blacklisting. Blacklisting will prohibit participation in future events organised by Hanson Wade Group.

Any attendee who wishes to report a violation of expected behaviour is asked to speak to any member of the Hanson Wade Group onsite team directly or may report the behaviour in writing via email at customersupport@hansonwade.com.

Legal action may be considered if a criminal offence is suspected and, if appropriate, the matter may be reported to the police or other relevant authorities.

Health and safety

Attendees have a duty to take reasonable care for their own safety when attending events and have a responsibility to ensure the safety of others if affected by their activities.

Attendees are not permitted to tamper or adjust any event equipment, fixture or furnishing without express permission from the organisers.

Attendees are not permitted to enter any restricted area.

Attendees may have access to a cloakroom space during the event, but are solely responsible for their own belongings.